



CEO Pledge on Preventing Sexual Abuse, Exploitation, and Harassment *by and of* NGO Staff

The CEO Pledge on Preventing Sexual Abuse, Exploitation and Harassment *by and of* NGO Staff represents our commitment to practices and policies that will not only protect our own staff, but also the communities we serve.

While standards and legal frames already exist, this pledge is our promise to take additional steps towards greater success. The language used allows flexibility in implementation at the organizational level, with a common commitment to develop collective solutions over multiple years.

As the CEOs of InterAction members, we:

- Are **committed to the establishment of working environments free from sexual abuse, exploitation, and harassment by and of NGO staff** within our organizations and the countries in which we operate.
- Commit to **strengthen our policies, procedures, accountability, and transparency of all incidents of sexual abuse, exploitation, and harassment**, no matter where they occur or the personnel involved. This includes examining and strengthening ways to **empower staff and the communities in which we work to report all incidents without fear of reprisal or punishment**.
- Will **create and proactively assure that reporting mechanisms are in place and that all staff understand their responsibility to report inappropriate behaviors**, including suggestive jokes or remarks on physical appearance to more egregious and serious behaviors such as assault, even if they are not the target of the behavior.
- Will assure a **review, as necessary, develop the appropriate policies on sexual abuse, exploitation, and harassment** to ensure inclusivity, promote diverse and safe environments, and outline roles and responsibilities for each member of the organization. As appropriate, we commit to sharing a version of those policies on our websites.
- Will **create mechanisms for feedback** across all offices to allow staff to speak or share information, including time for staff to speak one on one with leadership, including CEOs.
- Commit to **sharing the learning which emerges, including uncomfortable insights**, within a confidential learning space, so we can all benefit from each other's experiences and identify how to tackle this issue together.

- Will **establish a reporting culture** within our organizations that supports confidential reporting of all allegations of misconduct, with regular updates to the CEOs.
- Will ensure our **training is adaptive, flexible, and properly resourced** so that it meets the needs of our staff, includes specialized training on bystander intervention, and empowers supervisors to prevent, respond to, and report incidents.
- Will **ensure a comprehensive review of our existing investigation procedures** related to sexual abuse, exploitation, and harassment by and of NGO staff with attention to ensuring appropriate confidentiality, legality, and privacy, supporting due process while mitigating against “victim blaming.”
- Recognize the immediate and long-term effects sexual abuse, exploitation, and harassment have on our staff and the people we serve, and we will ensure our organizations have **robust policies and funded mechanisms to provide the necessary medical and psychosocial support.**
- Commit to **informing the relevant authorities and cooperating in investigations**, when applicable and as necessary.
- Will seek to **develop a common reporting framework** to openly demonstrate our commitment to our staff and the communities with whom we work.
- Will publicize a consolidated incident report on **an annual basis**, ensuring that this report includes the appropriate relevant data and maintains confidentiality.
- Will investigate **mechanisms which will allow termination for cause** when investigations determine that a violation has occurred.
- **Reaffirm our expectation** to partners that they must take all appropriate measures to prevent sexual abuse, exploitation, and harassment of and by their staff.
- Will work together to develop practices that facilitate greater transparency regarding incidents in an effort to **prevent perpetrators from re-employment** within the sector

ACDI/VOCA*
Sylvia Megret
Interim President & CEO

**Association for
Volunteers in
International Service
(AVSI-USA)**
Ezio Castelli
President

ChildFund International
Anne Lynam Goddard
President & CEO

**Friends of the Global
Fight Against Aids,
Tuberculosis and Malaria**
Chris Collins
President

**Action Against Hunger
USA***
Andrea Tamburini
CEO

Asylum Access
Emily E. Arnold-
Fernandez
Executive Director

Church World Service
Rev. John L. McCullough
President & CEO

Giving Children Hope
Sean Lawrence
Executive Director

**Adventist Development
and Relief Agency
International (ADRA)**
Jonathan Duffy
President

Bread for the World
Rev. David Beckmann
President

Christian Blind Mission US
Ed Epp
President & CEO

Global Communities
David A. Weiss
President & CEO

Airlink
Steven J. Smith
Executive Director

CARE*
Michelle Nunn
President & CEO

**Concern Worldwide*
(U.S.)**
Áine Fay
President

Global Health Council
Loyce Pace, MPH
President & Executive
Director

**Alliance for
Peacebuilding**
Melanie Greenberg
President & CEO

**Catholic Medical
Mission Board
(CMMB)**
Bruce Wilkinson
President & CEO

CORE Group
Lisa Hilmi
Executive Director

**The Global Hunger
Project**
Suzanne Mayo Frindt
President & CEO

Alliance to End Hunger
Rev. David Beckmann
President

**Catholic Relief
Services (CRS)***
Sean Callahan
CEO

Doctors of the World USA
Fraser Mooney
Executive Director

**Habitat for Humanity
International**
Jonathan Reckford
CEO

American Red Cross
Gail J. McGovern
President & CEO

**CDA Collaborative
Learning Projects**
Polly Byers
Executive Director

**Eastern Mennonite
University**
Susan Schultz Huxman,
Ph.D.
President

Headwaters Relief
Dr. Rebecca Thomley
CEO

**American Refugee
Committee**
Daniel Wordsworth
President & CEO

**Center for Civilians in
Conflict (CIVIC)**
Federico Borello
Executive Director

**Episcopal Relief &
Development**
Robert W. Radtke
President & CEO

**Heart to Heart
International**
Jim Mitchum
CEO

AmeriCares
Michael J. Nyenhuis
President & CEO

**Center for Health and
Gender Equity
(CHANGE)**
Serra Sippel
President

Food for the Hungry
Gary Edmonds
President & CEO

**Heartland Alliance
International**
Brooke McKean
Acting Executive Director

Amref Health Africa INC
Robert Kelty
Executive Director

Child Aid
Nancy Press, Ph.D.
CEO

Friends of ACTED US
Marie-Pierre Caley
CEO

Heifer International
Pierre Ferrari
President & CEO



Helen Keller International
Kathy Spahn
President & CEO

HelpAge USA
Kate Bunting
CEO

Helping Hand for Relief and Development
Raza Farrukh
CEO

HIAS
Mark Hetfield
President & CEO

Himalayan Cataract Project
Job C. Heintz
CEO

Humentum
Thomas Dente
CEO

Ideas42
Josh Wright
Executive Director

IHC Global
Judith A. Hermanson,
PhD
President & CEO

IMA World Health International
Rick Santos
President & CEO

iMMAP
William Barron
CEO

INMED Partnerships for Children
Linda Pfeiffer, Ph.D.
President & CEO

InterAction*
Samuel A. Worthington
CEO

Lindsay Coates
President

International Catholic Migration Commission (ICMC)
Msgr. Robert J. Vitillo
Secretary General

International Center for Research on Women (ICRW)
Dr. Sarah Degnan
Kambou
President

International Eye Foundation
Victoria M. Sheffield
President & CEO

International Medical Corps
Nancy A. Aosse
President & CEO

International Relief Teams
Barry La Forgia
Executive Director

International Rescue Committee (IRC)
David Miliband
President & CEO

International Youth Foundation
William S. Reese
CEO

IntraHealth International
Pape Gaye
President & CEO

Islamic Relief USA
Sharif Aly
Interim CEO

Jesuit Refugee Service/USA
Giulia McPherson
Interim Executive Director

Keystone Human Services
Charles J. Hooker, III
President & CEO

Lutheran World Relief
Daniel Speckhard
President & CEO

Management Sciences for Health (MSH)
Marian W. Wentworth
President & CEO

Medicines for Humanity
Margaret E. Brawley,
MPH
Executive Director

Mennonite Central Committee U.S.
J Ron Byler
Executive Director

Mercy Corps
Neal Keny-Guyer
CEO

NCBA CLUSA
Douglas O'Brien
President & CEO

Near East Foundation
Charles Benjamin
President

Norwegian Refugee Council USA
Joel Charny
Executive Director

Operation USA
Richard Walden
CEO

Oxfam America*
Abby Maxman
President & CEO

PATH
Steve Davis
President & CEO

Physicians for Peace
James E. Morgan
CEO

Plan International USA*
Tessie San Martin
President & CEO

Planet Aid
Ester Neltrup
President & CEO

Plant with Purpose
Scott Sabin
Executive Director

Project Concern International (PCI)*
Carrie Hessler-Radelet
President & CEO

Project C.U.R.E.
W. Douglas Jackson, Ph.D.,
JD
President/CEO

*denotes those signatories who are members of the CEO Task Force on Preventing Sexual Abuse, Exploitation, and Harassment of and by NGO Staff

Refugees International

Eric Schwartz
President

Team Rubicon Global

Stephen Hunt
CEO

War Child Canada

Dr. Lorna Read
COO

**World Food Program
USA**

Richard Leach
President & CEO

Relief International*

Nancy Wilson
CEO

**Transnational NGO Initiative of
the Moynihan Institute of
Global Affairs at Maxwell
School of Syracuse University**

Tosca Bruno-van Vijfeijken
Director

Water Aid America

Sarina Prabasi
CEO

**World Institute on
Disability**

Anita Aaron
Executive Director

ReSurge International

Jeff Whisenant
President & CEO

UMCOR

Thomas G. Kemper
General Secretary

WEEMA International

Elizabeth McGovern,
MD
Executive Director

World Learning

Carol Jenkins
CEO

Rise Against Hunger

Rod Brooks
President & CEO

UNICEF USA

Caryl M. Stern
President & CEO

**Women for Women
International***

Laurie Adams
CEO

World Relief

Tim Breene
CEO
Scott Arbeiter
President

Save the Children US*

Carolyn Miles
President & CEO

United Muslim Relief

Abed Ayoub, Ph.D.
CEO

**Women Thrive
Alliance**

Emily Bove
Executive Director

World Renew US

Carol Bremer-Bennett
Executive Director, U.S.

**Solar Cookers
International**

Julie Green
Executive Director

**U.S. Committee for Refugees
and Immigrants (USCRI)**

Eskinder Negash
Executive Director

**Women's Refugee
Commission**

Sarah Costa
Executive Director

World Vision US*

Richard Stearns
President & CEO

Solidarity Center

Shawna Bader-Blau
Executive Director

Village Enterprise*

Dianne Calvi
CEO

World Bicycle Relief

David Neiswander
CEO

**Zakat Foundation of
America**

Halil Demir
Executive Director

**Syrian American
Medical Society (SAMS)**

David Lillie
Executive Director

**Volunteers for Economic
Growth Alliance (VEGA)**

Michael Deal
President and CEO

World Concern

Jacinta Tegman
President